

THE GEORGE WASHINGTON UNIVERSITY  
Washington, D. C.

MINUTES OF A REGULAR MEETING  
OF THE FACULTY SENATE HELD ON  
SEPTEMBER 18, 1987, IN LISNER HALL  
ROOM 603

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- 1       The meeting was called to order by Vice President French at 2:15 p.m.

Present: Vice President French, Registrar Gaglione, Parliamentarian Schechter, Berkovich, Birnbaum, Cibinic, Clark, Cohn, Deering, Elgart, Fox, Garris, Grub, Kirsch, Loeser, Morgan, Paratore, Pierpont, Reeves, Robbins, Robinson, Schiff, Shotel, Simons, A. Smith, G. Smith, Tolchin, Vontress, and Zubrow

Absent: President Elliott, Barron, Burks, East, Levy, Liebowitz, Lovett, Solomon, and Yezer

Vice President French introduced and welcomed the following three new members of the Faculty Senate: Professor Arthur D. Kirsch, CCAS, as replacement for Professor Sten, who resigned; Professor Philip N. Reeves, SGBA, as replacement for Professor Malone, who resigned; and Professor Clemmont E. Vontress, SEHD, as replacement for Professor Moore, who is on sabbatical leave for the Fall Term 1987.

- 2       Professor Morgan, on behalf of the Faculty Senate, offered the following tribute in memory of Professor Edwin Lockwood Stevens:

It is a practice of long standing for the Faculty Senate to take official notice of the physical departure, which we call death, of one of our members. Usually we prepare a resolution that recites and celebrates our departed colleague's services to the University, we read it into the record, and we stand for a moment of silent tribute. I could offer such a resolution dedicated to the memory of Edwin L. Stevens, but I won't. His contributions to this University have already been recited in two resolutions of appreciation and a citation for distinguished service from this body. I will simply add the following. He was, for me, a mentor, a colleague, a critic,

sometimes an opponent, always a friend. He was, for the Senate, a tireless, unusually effective, and highly-principled leader. He was, for the faculties of our several schools and colleges, a dedicated servant. Steve, Ed, Oldad Stevens was -- for some of us he is -- a remarkable human being who richly deserved the respect and admiration engendered in those of us privileged to work with him.

Mr. Chairman, I ask that these remarks be included in the Minutes of this Senate meeting and that a copy be sent to Professor Stevens' family. And, Mr. Chairman, may I request that the members of the Faculty Senate, as representatives of the faculties Edwin Stevens served so well, stand and join me, not in silent tribute to a departed colleague, but in applause for one whose presence will continue in all that we do here -- when we do it well. (The Senate rose and paid tribute to Professor Stevens with a round of applause.)

- 3       The minutes of the regular meeting of May 1, 1987, were approved as distributed.

- 4       On behalf of the Executive Committee, Professor Robinson moved the nomination for appointment by the President of Associate Professor Roger E. Schechter as Parliamentarian of the Faculty Senate for the 1987-88 Session to replace Associate Professor Ralph G. Steinhardt, who resigned. No nominations were made from the floor, and the appointment of Associate Professor Schechter as Parliamentarian for the 1987-88 Session was unanimously recommended by the Senate.

At this point, Vice President French introduced and welcomed Brigid Monaghan, new assistant in the Faculty Senate Office, who was beginning her first day of work today.

- 5       On behalf of the Committee on University Development and Resources, Professor Simons, Chairman, moved the adoption of Resolution 87/2, "A Resolution to Change the Name of the Senate Committee on University Development and Resources to the Senate Committee on Faculty Development and Resources," postponed to September 18, 1987. The motion was seconded. Professor Simons said that the preamble of the resolution stated very clearly the reasons for recommending a change in the title of this Committee. She said that the Committee was of the view that more concentrated attention

should be paid to allocation of resources in the University for faculty development. Professors Fox, Cibinic, and Morgan respectively suggested other titles, e.g., "Committee for Faculty Development," "Resources for Faculty Development," and "University Resources and Faculty Development."

Professor Tolchin stated that on the general question of raising resources, as well as discussing how to allocate them, she would not want to lose this Committee as a link to the Capital Campaign Committee, and, therefore, she would like to see the words "development and resources" be retained in the title. Professor Deering agreed with Professor Tolchin, noting that the new title proposed by the Committee would narrow considerably the apparent jurisdiction of this Committee. Professor Grub said it seemed to him that there were two separate functions involved. He did not think that the same committee which was looking at faculty development broadly throughout the University should also be looking at the development of resources. Professor Schiff said that he did not have a problem dealing with broader resources, but he did think that the fourth WHEREAS clause specifically limited the application of the resources portion of the motion to faculty development. Professor Cibinic suggested that the resolution represented a classic case of the "cart before the horse," and he suggested that the Committee be asked during the coming year, in consultation with the Executive Committee, to develop a clear statement of the charge of the Committee, and then rename it.

Professor Grub moved to recommit until such time as the Committee could develop a charge, and then bring it back to the Senate. The motion was seconded. Professor Tolchin moved that the motion be amended to include instructions, i.e., "it is the sense of the Senate that faculty development is an important concern of this Committee and that that be included as the Chairman intended." Professor Grub and the seconder accepted Professor Tolchin's friendly amendment. The question was called on the motion to recommit with instructions, and the motion was adopted. (Resolution 87/2 is attached.)

6 No resolutions were introduced under Introduction of Resolutions.

7 On behalf of the Special Committee on Consolidation of SPIA, Professor Fox, Chairman, referred to the first report of the Special Committee distributed with the agenda. In that report, the Committee addressed only the

most timely item of consideration which concerned the transfer of faculty from Columbian College of Arts and Sciences to the newly-named School of International Affairs. He said that the Committee had gathered a fair amount of information, but was not prepared at this time to make its final report to the Senate. He said that the format of the final report would pose questions that the Senate must, at a minimum, address in its deliberations, and he hoped that that report would be ready within the next month.

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(a) Professor Robinson moved the nomination for election of Roger E. Schechter, Associate Professor of Law, as a member and Chairman of the Dispute Resolution Committee, to fill the unexpired term due to expire May 1, 1988. Professor Schechter was unanimously elected.

(b) Professor Robinson moved the nominations for election of faculty, students, and staff to the following Senate Standing Committees:

Administrative Matters as They Affect the Faculty:  
Eugene Abravanel, Dennis P. Soukup (faculty); Athletics:  
Theodore Timmerman (faculty), Pamela Errett, Suzy Weil (students), Abbie O. Smith (staff); Educational and Admissions Policy: Nathan Garner, Owen C. Martin (faculty), Dixi Scott, Jerlys Thompson (students); Honors and Academic Convocations: Philip N. Reeves, as Chair (replace Malone), John Jackson (faculty), Robert Bole, Lynn Ribar (students); Libraries: Erin Carton (student), Physical Facilities: Donna M. Hirabayashi, Patricia Sullivan (faculty), Jeff Birnberg, Keith Robbins (students); Student Financial Aid: Gary Johnson, J. Frank Wright (faculty); University Development and Resources: Timothy Brennan (faculty)

The nominations were approved.

(c) On behalf of the Executive Committee, Professor Robinson reported on the activities of the Executive Committee. (Report is attached.)

(d) Annual Reports (1986-87 Session) were received from the Committee on Administrative Matters as They Affect the Faculty, Committee on Professional Ethics and Academic Freedom (both distributed with the agenda), and Committee on Appointment, Salary and Promotion Policies. (Distributed at the meeting and attached.)

9

Under brief statements, Professor Pierpont asked what was being done to the building formerly occupied by the National Academy of Sciences, and Vice President French replied that it was being renovated in dramatic fashion in



order to put it back on the market as rental property at the top of the line.

Noting that the Administration's response to Faculty Senate Resolutions for the 1986-87 Term was received well after the term was concluded, Professor Morgan urged the Executive Committee to press for administrative action on Senate resolutions as early as possible before the end of the term.

- 10        Upon motion made and seconded, Vice President French adjourned the meeting at 2:45 p.m.

A handwritten signature in cursive script, reading "J. Matthew Gaglione". The signature is written in dark ink and is positioned above the printed name and title.

J. Matthew Gaglione  
Secretary

A RESOLUTION TO CHANGE THE NAME OF THE SENATE COMMITTEE ON  
UNIVERSITY DEVELOPMENT AND RESOURCES TO THE SENATE COMMITTEE  
ON FACULTY DEVELOPMENT AND RESOURCES (87/2)

WHEREAS, the history of the University Committee on  
Development and Resources indicates a lack  
of clear focus with respect to its perceived  
goals; and

WHEREAS, many past emphases appear to overlap those  
of other Senate committees, university offices  
and special programs; and

WHEREAS, there is already a good deal of faculty attention  
towards general university development and  
relatively less emphasis on examining faculty  
problem areas; and

WHEREAS, more concentrated attention to University-wide  
commitment of resources to faculty development  
appears to be a desirable goal; NOW, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE  
WASHINGTON UNIVERSITY

(1) That the Bylaws of the Faculty Senate,  
Section 10, Standing Committees, be  
modified to rename the Committee on  
University Development and Resources  
to the Committee on Faculty Development  
and Resources; and

(2) That the renamed Committee be asked to  
develop during the coming year, in con-  
sultation with the Executive Committee,  
a clear statement of charge.

Senate Committee on University Development and Resources  
April 9, 1987

Postponed May 1, 1987, to the next regular meeting of the  
Faculty Senate, September 18, 1987

Recommitted, September 18, 1987, with instructions to  
the Committee on University Development and Resources

REPORT OF THE EXECUTIVE COMMITTEE  
Presented by  
Professor Lilien F. Robinson, Chairman

September 18, 1987, Faculty Senate Meeting

On behalf of the Executive Committee, I would like to report the following:

Status of Grievances Cases - Two grievance cases are currently under consideration. Both arose in the medical school.

The Lewicki case is still in the discovery stage.

In the case of the second grievance, the Markwell case, the Hearing Committee ruled for the grievant. A Notice of Appeal from the decision has been filed.

Status of Non-Concurrence Case

A Non-Concurrence in the Arts and Sciences is currently under consideration by the Executive Committee.

Matters for the 1987-88 Term

As indicated in the Senate's Report to the Faculty Assembly, we will be considering a number of important items from the 1986-87 term, as well as some matters which came to the Executive Committee during the summer.

I would like to direct your attention to those which the Executive Committee hopes will be viewed as priority items. Two are from the previous term:

1. Consolidation of the School of Public and International Affairs. The status of this issue is as reported by Professor Fox.
2. Conflict of Interest. This matter is now before the Professional Ethics and Academic Freedom Committee.

During the summer, these matters came to the Executive Committee:

1. Revisions to the Faculty Handbook

The Executive Committee was consulted on proposed changes to the Handbook. One item was of particular concern: The Statement on Sabbatical Leave Policy.

The main issue can be summarized as follows: In the past, some members of the faculty have received outside remuneration while on sabbatical.

The Administration has stated that its present policy does not permit double remuneration and thus ought to be reflected in the Handbook.

The Executive Committee felt that it could not recommend such an inclusion and that before an explicit policy statement is inserted in the Faculty Handbook, there should be an opportunity for faculty consultation.

The change was not inserted. However, the current policy will be continued.

The matter has been forwarded to the Appointment, Salary, and Promotion Policies Committee and the Professional Ethics and Academic Freedom Committee.

## 2. University Planning Process

In June, the Executive Committee received a request from the Planning Officer, Dr. Phelps, that the Directions and Mission Statements which constitute the philosophy and goals of the University and serve as the basis for a University-wide planning process be reviewed by the Senate. This request coincided with the distribution to Deans and Departments of Planning materials, initiating a five-year planning process.

The Executive Committee has expressed serious concern over the time table which requires that departments submit their plans by October 15 and Deans submit plans for their respective schools by November 15. Moreover, the philosophy behind the Planning process, contained in the Mission and Directions Statement, is being considered after the planning process has already begun. These should have been reviewed and debated well in advance. However, it is the opinion of the Executive Committee that the faculty should not conclude that it can serve no useful role. The Mission and Directions statements have been referred to the Committees on Educational Policies, Planning and Budgeting, Research, and University Development and Resources for their consideration and response. A central response will be coordinated by the Executive Committee.



### 3. Other Items

I would also like to call your attention to some different matters.

#### 1986-1987 Senate Resolutions

The summary of Administration action on last term's Resolutions have been distributed to you.

Requests for additional study have already been forwarded to appropriate committees.

#### Report from the Representatives on the Committee on Coordinated Planning

Future Senate Agendas will include monthly reports from the faculty representatives on the Committee on Coordinated Planning.

#### Next Executive Committee Meeting

The next meeting of the Executive Committee is on September 25. Resolutions for the October meeting should be submitted prior to that meeting.

#### Interim Report

Chairs of Standing Committees will be asked to present interim reports at the October meeting, identifying the priority items being considered by their committees.

NOTE: Response of the President regarding administrative actions on the resolutions listed below;

RESOLUTIONS 1986-87 SESSION

Resolution No.	Date of Meeting	Title of Resolution	Action	Remarks and/or Committee Referral
(85/12)	5/2/86	A Resolution on Summer Sessions Calendar	Postponed 3/21/86 to 5/2/86 Adopted 5/2/86	Accepted by the President 7/27/87
86/1	5/2/86	A Resolution of Appreciation for Improved Fringe Benefits	Adopted 5/2/86	Accepted by the President 7/27/87
86/2	5/2/86	A Resolution Regarding Support for the Visual and Performing Arts	Adopted 5/2/86	Referred to Committee on Coordinated Planning
86/3	5/2/86	A Resolution Regarding Advising/Registration	Referred 5/2/86	Referred to Committee on Educational and Admissions Policy for further study
86/4	12/12/86	A Resolution to Establish a Special Committee on Mandatory Retirement	Adopted, as amended 12/12/86	No action required
86/5	1/16/87	A Resolution to Establish a Regularly Updated Publication of <u>Commitments</u>	Adopted 1/16/87	Implementation will await clarification of Resolutions 86/5 and 86/12
86/6	1/16/87	A Resolution Regarding Retention of Graded Exams and Papers Not Returned to Students	Adopted, as corrected 1/16/87	Accepted by the President 7/27/87
86/7	1/16/87	A Resolution to Recommend Amendment of the <u>Faculty Code</u> Provisions Relating to the Removal of Tenure	Recommitted to PEAFC Committee 1/16/87	Recommitted to PEAFC Committee with instructions to bring this resolution back to the Senate at its March 13, 1987, meeting
86/8	3/13/87	A Resolution To Amend <u>Faculty Code</u> Provisions Relating to the Termination of Tenure and Academic Freedom	Adopted, as altered 3/13/87	Accepted by the President 7/27/87

## RESOLUTIONS 1986-87 SESSION

Resolution No.	Date of Meeting	Title of Resolution	Action	Remarks and/or Committee Referral
86/9	3/13/87	A Resolution Recommending Changes in the University Grading System	Adopted 3/13/87	Accepted by the President 7/27/87 (SEAS excepted)
86/10	3/13/87	A Resolution to Request Adequate Time for Consultation with Faculty on Consolidation of School of Public and International Affairs	Adopted, as altered 3/13/87	Accepted and approved by the President 7/27/87 (as modified by further actions of appropriate Senate chairs)
86/11	3/13/87	A Resolution to Establish a Special Committee on Consolidation of the School of Public and International Affairs	— Adopted 3/13/87	Accepted and approved by the President 7/27/87 (as modified by further actions of appropriate Senate chairs)
86/12	4/10/87	A Resolution to Establish The George Washington University Office for Service to the Community	Adopted 4/10/87	Implementation will await clarification of Resolutions 86/5 and 86/12
86/13	4/10/87	A Resolution to Endorse the Report of the Special Committee on Conflict of Interest	Referred 4/10/87	Referred to the Professional Ethics and Academic Freedom Committee for recommendations
86/14	4/10/87	A Resolution of Appreciation (for Professor William B. Griffith)	Adopted by acclamation 4/10/87	No action necessary.

1986-87 ANNUAL REPORT OF THE FACULTY SENATE COMMITTEE ON APPOINTMENT, SALARY  
AND PROMOTION POLICIES (INCLUDING FRINGE BENEFITS)

The Committee on Appointment, Salary, and Promotion Policies (Including Fringe Benefits) directed its attention to five principal matters during the 1986-87 term.

1. At the request of the Executive Committee, the Committee considered in detail a proposed draft of "Model Criteria for Hiring of New Regular Faculty Members" and recommended revisions to Associate Provost Marianne Phelps.
2. The Committee considered sabbatical leave policy with regard to accepting teaching positions elsewhere and concluded that though more explicit statement and broader understanding is needed, the rules as currently interpreted by the Vice President for Academic Affairs are otherwise appropriate and satisfactory.
3. The Committee considered recent trends in GWU faculty salaries in relation to AAUP percentile distributions and prepared and submitted "A Resolution Concerning Faculty Salaries," considered and passed by the Senate at the May, 1987, meeting.
4. The Committee participated in the planning of and co-sponsored with the Development Office on May 16, 1987, a seminar for the University community on "Financial and Tax Planning After the Tax Reform Act of 1986."
5. The Committee discussed the desirability of adding the option of two party contracts for health insurance and concluded that, given the expressions of interest to date and the rate information currently available, it did not wish to consider the matter further at this time.



John A. Morgan, Jr., Political Science  
Chairman

Members of the Committee:

Arvil V. Adams, Public Policy  
John Cavenagh, Emergency Medicine  
Miriam V. Dow, English  
Michael C. Hill, Radiology  
Diana E. Johnson, Biological Sciences  
Irving J. Katz, Mathematics  
Arthur D. Kirsch, Statistics  
Joseph B. Levy, Chemistry  
Benjamin Nimer, Political Science  
Presson S. Shane, Engineering Administration  
Loretta M. Stallings, Human Kinetics & Leisure Studies

ex officio:

Roderick S. French, Vice Pres. for Academic Affairs  
William D. Johnson, Provost  
Carl J. Lange, Vice Pres. for Administration & Research



THE GEORGE WASHINGTON UNIVERSITY  
Washington, D. C.

The Faculty Senate

September 8, 1987

The Faculty Senate will meet on Friday, September 18, 1987, at 2:10 p.m., in Lisner Hall 603.

AGENDA

1. Call to order
2. In memoriam Professor Edwin L. Stevens (by Professor John A. Morgan, Jr.)
3. Approval of the minutes of the regular meeting of May 1, 1987
4. Nomination for appointment by the President of Associate Professor Roger E. Schechter as Parliamentarian of the Faculty Senate for the 1987-88 Session to replace Associate Professor Ralph G. Steinhardt, who resigned
5. Resolutions:  
  
A RESOLUTION TO CHANGE THE NAME OF THE SENATE COMMITTEE ON UNIVERSITY DEVELOPMENT AND RESOURCES TO THE SENATE COMMITTEE ON FACULTY DEVELOPMENT AND RESOURCES (87/2); postponed to September 18, 1987; Professor Suzanne L. Simons, Chairman, University Development and Resources Committee (Resolution 87/2 attached)
6. Introduction of Resolutions
7. Report of Special Committee on Consolidation of SPIA; Professor Raymond R. Fox, Chairman (Report attached)
8. General Business:
  - (a) Nomination for election of Roger E. Schechter, Associate Professor of Law, as a member and Chairman of the Dispute Resolution Committee, to fill the unexpired term due to expire May 1, 1988
  - (b) Nomination for election of faculty, students, and staff to the following Standing Committees: Administrative Matters as They Affect the Faculty: Eugene Abravanel, Dennis P. Soukup (faculty); Athletics: Theodore Timmerman (faculty), Pamela Errett, Suzy Weil (students), Abbie O. Smith (staff); Educational and Admissions Policy: Nathan Garner, Owen C. Martin (faculty), Dixi Scott, Jerlys Thompson (students); Honors and Academic Convocations: Philip N. Reeves, as Chair (replace Malone), John Jackson (faculty), Robert Bole, Lynn Ribar (students); Libraries: Erin Carton (student); Physical Facilities: Donna M. Hirabayashi, Patricia Sullivan (faculty), Jeff Birnberg, Keith Robbins (students); Student Financial Aid: Gary Johnson, J. Frank Wright (faculty); University Development and Resources: Timothy Brennan (faculty)
  - (c) Report of the Executive Committee: Professor Lilien F. Robinson, Chairman

-continued-

8. General Business (continued):

- (d) Annual Reports (1986-87 Session): Committee on Administrative Matters as They Affect the Faculty and Committee on Professional Ethics and Academic Freedom (Reports attached)

9. Brief Statements

10. Adjournment

A handwritten signature in cursive script, reading "J. Matthew Gaglione". The signature is written in dark ink and is positioned above the printed name and title.

J. Matthew Gaglione  
Secretary

(Updated 9/4/87)

THE GEORGE WASHINGTON UNIVERSITY  
Washington, D. C.  
THE FACULTY SENATE - 1987-88 SESSION

The Faculty Senate meetings for the 1987-88 Session will be held on the second Friday of each month (exceptions: May, September, and January) as follows:

May 1, 1987	January 15, 1988
September 18, 1987	February 12, 1988
October 9, 1987	March 11, 1988
November 13, 1987	April 8, 1988
December 11, 1987	The 1988-89 Session begins on May 6, 1988

Ex Officio Member (stated by the Faculty Organization Plan)

Elliott, Lloyd H. President

Administrative Members (stated by the Faculty Organization Plan)

French, Roderick S. Vice President for Academic Affairs

Gaglione, J. Matthew Registrar

(Appointed by the President):

Barron, Jerome A. Dean, National Law Center

Birnbaum, Philip S. Dean, Administrative Affairs, The Medical Center

East, Maurice A. Dean, School of Public and International Affairs

Liebowitz, Harold Dean, School of Engineering and Applied Science

Loeser, Norma M. Dean, School of Government and Business Administration

Lovett, Clara M. Dean, Columbian College of Arts and Sciences

Shotel, Jay R. Acting Dean, School of Education and Human Development

Solomon, Henry Dean, Graduate School of Arts and Sciences

Schecter, Roger E. Parliamentarian

<u>Faculty Members</u>	<u>Term Expires</u>	<u>School or College</u>
Berkovich, Simon	1988	Engineering and Applied Science
Burks, James F.	1989	Columbian College
Cibinic, John, Jr.	1989	National Law Center
Clark, Barkley	1988	National Law Center
Cohn, Victor H.	1989	Medical Center
Deering, Christopher J.	1988	Columbian College
Elgart, Mervyn L.	1988	Medical Center
Fox, Raymond R.	1989	Engineering and Applied Science
Garris, Charles A.	1988	Engineering and Applied Science
Grub, Phillip D.	1989	Government and Business Administration
Kirsch, Arthur D. (Sten)	1989	Columbian College
Levy, Joseph B.	1988	Graduate School of Arts and Sciences
Morgan, John A., Jr.	1989	Public and International Affairs
Paratore, Salvatore R.	1988	Education and Human Development
Pierpont, Howard C.	1989	Medical Center
Reeves, Philip N. (Malone)	1988	Government and Business Administration
Robbins, Philip	1989	Columbian College
Robinson, Lilien F.	1988	Columbian College
Schiff, Stefan O.	1988	Columbian College
Simons, Suzanne L.	1988	Columbian College
Smith, Arthur H.	1988	Columbian College
Smith, George W.	1989	Education and Human Development
Tolchin, Susan J.	1989	Government and Business Administration
Vontress, Clemmont E. (Moore)	1989	Education and Human Development
Yezer, Anthony M.	1989	Columbian College
Zubrow, Luize E.	1988	National Law Center

A RESOLUTION TO CHANGE THE NAME OF THE SENATE COMMITTEE ON  
UNIVERSITY DEVELOPMENT AND RESOURCES TO THE SENATE COMMITTEE  
ON FACULTY DEVELOPMENT AND RESOURCES (87/2)

WHEREAS, the history of the University Committee on Development and Resources indicates a lack of clear focus with respect to its perceived goals; and

WHEREAS, many past emphases appear to overlap those of other Senate committees, university offices and special programs; and

WHEREAS, there is already a good deal of faculty attention towards general university development and relatively less emphasis on examining faculty problem areas; and

WHEREAS, more concentrated attention to University-wide commitment of resources to faculty development appears to be a desirable goal; NOW, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE  
WASHINGTON UNIVERSITY

- (1) That the Bylaws of the Faculty Senate, Section 10, Standing Committees, be modified to rename the Committee on University Development and Resources to the Committee on Faculty Development and Resources; and
- (2) That the renamed Committee be asked to develop during the coming year, in consultation with the Executive Committee, a clear statement of charge.

Senate Committee on University Development and Resources  
April 9, 1987

Postponed May 1, 1987, to the next regular meeting of the  
Faculty Senate, September 18, 1987





THE  
GEORGE  
WASHINGTON  
UNIVERSITY

Washington, D.C. 20052 / Faculty Senate / (202) 676-7198

June 16, 1987

TO: The Executive Committee of the Faculty Senate

FROM: Professor Raymond R. Fox, Chairman  
Special Committee on Consolidation of the School of  
Public and International Affairs

*RRF*

A Special Committee was established by action of the Faculty Senate which adopted on March 13, 1987 Resolution 86/11 " A Resolution to Establish a Special Committee on Consolidation of the School of Public and International Affairs". The individuals elected by the Faculty Senate to serve on this Special Committee are Professors Raymond R. Fox (Chairman), Robert S. Goldfarb, William R. Johnson, John A. Morgan, Jr., and Ralph G. Steinhardt.

The Special Committee has held a number of meetings and has gathered data through meetings and communications with Vice-President Roderick S. French, and the various deans in the University. A number of issues are involved in this matter and the Special Committee expects to work extensively in order to meet its charge and final report deadline of September 1987.

However, the Special Committee has concentrated at this time on the single issue of the transfer of faculty from Columbian College of Arts and Sciences to the newly named School of International Affairs. This was done to accommodate a request from President Elliott and Vice-President French. They would like their June report on this matter to the appropriate committee of the Board of Trustees to include the position of the Faculty Senate on the transfer of faculty from Columbian College.

This first report of the Special Committee does not address many other issues relating to the reconstitution of the School of Public and International Affairs, only the matter of faculty transfers. The Committee believes the transferees rights are and are to be protected under the Faculty Code. The Committee recognizes that modifications and adjustments to the original proposals regarding transfers have been made subsequent to discussions in the various faculties concerned. Therefore, the Special Committee sees no objections to the proposed transfer of the limited number of faculty from Columbian College to the School of International Affairs.

This report is submitted to the Executive Committee of the Faculty Senate since it was empowered to act on behalf of The Faculty Senate during the summer months.

RRF:lr



THE  
GEORGE  
WASHINGTON  
UNIVERSITY  
MEDICAL CENTER

Department of Dermatology / 2150 Pennsylvania Avenue, N.W. / Washington, D.C. 20037 / (202) 994-4058

May 20, 1987

Annual Report: Administrative Matters as they Affect the Faculty , 1986-7

1. A concern regarding registration in the school of Engineering was referred to the committee.
2. A meeting was called.
3. No one could attend at the appointed time.
4. The chairman met with the registrar and settled the matter administratively.
5. No further business was brought to the attention of the chairman.

Respectfully submitted

Mervyn L. Elgart, M.D.

Members:

Mervyn L. Elgart, Chairman  
Professor William Griffith  
Carl J. Lange  
Dean Philip S. Birnbaum  
Professor Michael Shaffer  
Professor Lenore Miller  
Professor Anthony Mastro  
Professor Hubert Lilliefors  
Diane Brewer  
Professor Ernest Albert

ANNUAL REPORT  
of the  
FACULTY SENATE COMMITTEE  
on  
PROFESSIONAL ETHICS AND ACADEMIC FREEDOM  
1986-1987

The Committee this year recommended, and the Senate approved, two amendments to the Faculty Code. One had the effect of deleting "lack of scholarly objectivity," while retaining "lack of scholarly integrity," as grounds for termination of tenure. Although the Committee offered the difficulty of defining "lack of scholarly objectivity" as reason enough to remove it from the Code-listed grounds for termination, it was persuaded that "scholarly objectivity," as an ideal, should have a place elsewhere in the Code. Hence a second amendment, this one to the "Academic Freedom" Section (II.B) that would add to a faculty member's requirements for effective teaching an "adherence to scholarly standards, and encouragement of freedom of inquiry among students." The Senate approved these two amendments on March 13 when it passed "A Resolution to Amend the Faculty Code Provisions Relating to the Termination of Tenure and Academic Freedom (86/8)." (See Appendix A.)

The Committee at its meeting of November 14 approved a draft of "Guidelines for Hiring New Regular Faculty." (See Appendix B.) This document was circulated with the minutes of the Senate's November meeting and subsequently became one of the bases for the "model" guidelines which the Vice President for Academic Affairs has requested all schools and departments to conform to in their published criteria and procedures for the recruitment of new regular faculty.

In the person of its chair, the Committee has maintained liaison throughout the year with the Special Senate Committee on Conflict of Interest. The Senate on April 10 received the Report of this Special Committee and voted to refer it, for further consideration, to the Committee on Professional Ethics and Academic Freedom.

Matters Considered But Without Formal Recommendations for Action:

- (1) The Committee considered at length two memoranda received from Associate Professor Mary Ann K. Markwell urging that the Code be amended to require department chairs to make annual evaluations of the performance of non-tenure-accruing faculty; to make known to the latter, upon their request, the results of such evaluations; and, whenever the limited-terms contracts of such faculty are not to be renewed, to delineate to them the reason(s) for

*Sept 1987*



non-renewal. The Committee terminated its discussion of the Markwell proposals when it learned that Professor Markwell had entered into formal dispute resolution proceedings. The Committee agreed, however, to resume its consideration of these proposals when the circumstances that evoked them is no longer under adjudication.

(2) The Executive Committee last September asked the Committee "to study the question of whether the Faculty Code should provide for the possibility of the imposition on faculty of sanctions which fall short of removal for cause . . . ."

The Committee addressed the question of prescribing sanctions less severe than removal for cause--and reached the following tentative conclusions:

(a) As matters now stand, neither deans nor department chairs need new Code language to issue formal reprimands; moreover, the yearly review procedures for deciding pay raises already provides deans with a mechanism for indicating dissatisfaction with the performance of a faculty member;

(b) Any sanction more severe than a reprimand but less severe than removal for cause--e.g., probation, demotion, loss of tenure, etc.--would, in the Committee's view, require the creation of an elaborate set of safeguards and appeals procedures, and might produce as much in-house "litigation" as would a full-scale effort to remove an offending faculty member for cause;

(c) Because the Code already adequately spells out the grounds for removal, the best corrective action is not the creation of intermediate sanctions, but rather in building a record of the individual's offenses so that repeat offenders will be put on notice that they may, in fact, be removed for cause.

In sum, the Committee was disposed not to recommend "lesser" sanctions, but rather to urge that more systematic records be kept of faculty whose misconduct or neglect of responsibilities are already punishable under the Code's provisions for removal for cause.

Respectfully submitted:

John G. Boswell  
Victor H. Cohn  
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Diana L. Lipscomb  
Murray H. Loew  
Howard C. Pierpont  
David Robinson, Jr.  
Charles C. Shephard  
Peter P. Hill (Chair)  
Clara M. Lovett (ex officio)

A RESOLUTION TO AMEND FACULTY CODE PROVISIONS RELATING TO  
THE TERMINATION OF TENURE AND ACADEMIC FREEDOM (86/8)

WHEREAS, the preamble of Senate Resolution (86/7) has already set forth reasons for recommending that Section V.C.1.b of the Faculty Code be amended to delete the words "objectivity or" from the grounds for termination of tenure presently stated as: "lack of scholarly objectivity or integrity"; and

WHEREAS, the Faculty Senate on January 16, 1987, voted to recommit Resolution (86/7) with instructions to consider whether the ~~that-the-desirable~~ ideal of scholarly objectivity be restated, in some form, elsewhere in the Code; NOW, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

- (1) That the following passage, underlined, be added to Code Section "II.B. Academic Freedom:"

"B. A faculty member shall enjoy freedom of expression. In the classroom, a faculty member's exposition shall be guided by requirements of effective teaching, adherence to scholarly standards, and encouragement of freedom of inquiry among students. In speaking and writing outside the University, a faculty member shall not attribute his personal views to the University."

- (2) That Section V.C.1.b.) of the Faculty Code be amended to read:

"b) lack of scholarly integrity."

Committee on Professional Ethics and Academic Freedom  
February 6, 1987

Adopted, as altered, March 13, 1987

\*Underlined language in line 3 of the second WHEREAS clause represents alteration made by the Professional Ethics and Academic Freedom Committee upon introduction of this resolution.

Guidelines for Hiring New Regular Faculty

- (1) The Chair shall be responsible for:
  - keeping the search conformable to University policies and procedures
  - making public the announcement of the vacancy (notice to appear in at least one appropriate professional publication, with fixed deadline for application)
  - appointing a search committee (unless otherwise provided for by departmental bylaws)
- (2) Description of vacancy shall be agreed to:
  - by the Dean, the Chair, and the Department (or departmental committee) and shall indicate:
  - the degree of specialization sought
  - other departmental criteria
- (3) Search Committee shall
  - screen and rank all applicants
  - top-rank applicants whose high qualifications warrant an on-campus interview
- (4) The Chair shall:
  - after consultation with the Dean, invite the top-ranked applicants to visit campus to be interviewed and to give a seminar
  - request the invited applicants to submit names of three academic references and, if appropriate, other professional references
  - secure from the referees their evaluation (by telephone if necessary, but in writing from at least three)
- (5) The Chair shall schedule the interviews and seminars which shall be:
  - uniformly conducted in every important detail
  - with seminars open to all departmental faculty (who shall be furnished with the applicants' resumes in advance)
- (6) Department Faculty shall meet in committee of the whole:
  - to discuss and rate the top-ranked applicants on the basis of agreed-upon criteria
  - and to decide by majority vote, in ranked order, their choices to be recommended for appointment
  - or to decide to make no recommendation.

(Approved by the Senate Committee on Professional Ethics and Academic Freedom, November 14, 1986)